



Freedom School Partners CEO

The Organization

[Freedom School Partners](#)' (FSP) mission is to inspire our scholars to love reading and learning, believe in themselves and create extraordinary futures. A nonprofit organization, FSP provides access to a rich, six-week summer learning experience that builds children's social-emotional skills and self-esteem while enhancing their literacy skills in order to reduce summer learning loss. While their middle- and high-income peers maintain—or even gain—knowledge during summer breaks, low-income children can lose two to three months in reading comprehension. By the end of third grade, these children are typically two years behind in reading, due in large part to summer learning loss. FSP exists to close this gap: in 2023, 80% of our 650 scholars gained or maintained in their reading ability, and 84% of parents reported an increase in their child's love of reading.

FSP is much more than a summer program. Over twenty years in Charlotte, it is the local expression of a national Movement with a rich history dating back to the 1960s. Each Freedom School site serves 50-100 scholars in grades K-8 and is led by college students who serve as role-models, mentors and teachers. The focus is on the whole child, an approach rooted in the [Children's Defense Fund](#)'s unique Integrated Reading Curriculum. FSP engages parents as partners to support their children's success. In addition, FSP connects scholars to a broader community that believes in and advocates for them through a variety of enrichment experiences. Over its 20-year history, FSP has become known for cultivating active and long-lasting relationships with dozens of community partners, including corporations, other non-profits, foundations and faith communities.

The Opportunity

Freedom School Partners is seeking the next CEO to lead a dynamic and diverse team of 13 full-time staff (three of whom are direct reports), 100 summer interns, and 20 summer staff. The new leader will be responsible for implementing the organization's [newly developed strategic plan](#), which prioritizes increasing the number of scholars served, being an advocate for educational equity in the community, and expanding organizational capacity. The guiding principle of the strategic plan is to embed diversity, equity and inclusion (DEI) into all of FSP's interactions, operations and programs. The board and staff are looking for a mission-driven person with a heart for children whose purpose and drive is to increase socioeconomic mobility in Charlotte. They seek an experienced leader with previous experience in education who can build substantive relationships throughout the community and with funders.

The Work

Relationship Building

This role requires developing and maintaining strong relationships with a range of key stakeholders, everyone from scholars and their families to CEOs in the business community.

- Nurture existing and cultivate new, collaborative relationships with organizations in the summer learning community and those working in whole child/whole family development to advance mutual goals
- Drive stakeholder relationship-building to achieve FSP's mission and goals
- Inspire support for FSP as a thought leader and ambassador for this work

Development and Fundraising

The CEO will achieve annual fundraising goals in collaboration with the nonprofit's development team and the board of directors.

- Continue existing and develop new relationships with individual, foundation, and corporate donors
- Use qualitative and quantitative information to tell the story of FSP and its impact, making a compelling case for the organization's work and return on investment

Vision, Strategy, and Implementation

The CEO will use the newly developed strategic plan as a roadmap to implement priorities and growth goals.

- Create a cohesive approach to department-level strategies to achieve quality growth
- Advance FSP's advocacy position on educational equity

Operational & Team Excellence

With a core team of 13 year-round staff, 100 summer interns, and another 20 summer employees, the CEO will lead and develop a high performing team while supporting the scholar-first culture and commitment to diversity that are core values for FSP.

- Direct the operational functions of the organization in collaboration with the administrative team
- Ensure the overall fiscal health of FSP, working with the Chief Administrative Officer to develop the annual budget
- Motivate and mentor the team and support professional growth for all team members
- Develop a succession planning strategy for FSP
- Be on site and actively engage with FSP summer programs in May through July

Board Engagement

The Board of FSP is comprised of engaged and dedicated leaders.

- Support and develop the board of directors, keep the board apprised of organizational programming and initiatives
- Foster meaningful relationships between board and staff
- Engage current and prospective board members in FSP programs

Salary and Benefits

FSP offers a hybrid work environment, great benefits, performance-based bonus opportunity and a salary range of \$145,000 to \$155,000.

TO APPLY

At Freedom School Partners, we believe all children deserve access to the educational resources and tools they need to thrive. There is an explicit connection between the need for (and the impact of) the work we do and educational and racial equity as well as social justice; therefore, inclusion, belonging and equity are critical to our organizational mission.

FSP understands that leadership from diverse backgrounds and lived experiences strengthens decision-making. We strongly encourage members of historically marginalized communities to apply, including people of color, LGBTQIA+-identified people, gender-nonconforming people, individuals with disabilities, veterans, and people who speak a language in addition to English.

Please submit a cover letter and resume to patti@elinvar.com. The confidentiality of all applicants will be honored.

Applications will be considered as they are received and accepted until the position is filled. Please apply promptly and by January 31, 2024.